

AI in Comp Technology: Smart Tech Empowering Smart People

Andy Linn · Vice President of Product Management · Salary.com

Chris Knize · Director of Product Management · Salary.com

Our speakers



Andy Linn

Vice President of Product Management · Salary.com



Chris Knize

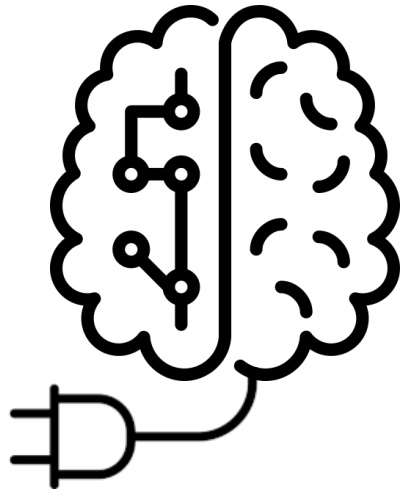
Director of Product Management · Salary.com

Agenda

1. Demystifying “artificial intelligence”
2. AI: the future is now
3. Why AI is good for business
4. How HR leverages AI today
5. Compensation: the next frontier for AI
6. 6 ways integrated AI is transforming the way we work

Demystifying “artificial intelligence”

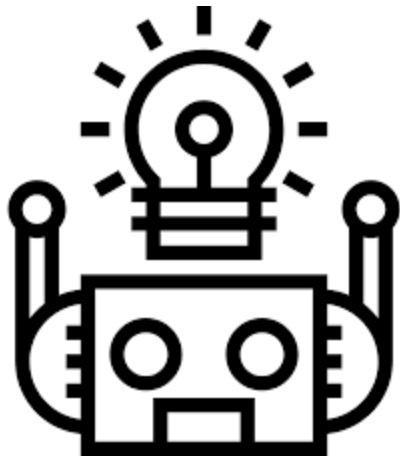
Audience poll



What does “artificial intelligence” mean to you?

1. Facebook recognizes my friends’ faces in my photos
2. Kayak.com tells me when prices for flights are lowest
3. Netflix always knows what I want to watch
4. Siri is the best assistant I’ve ever had
5. All of the above?

What is AI?

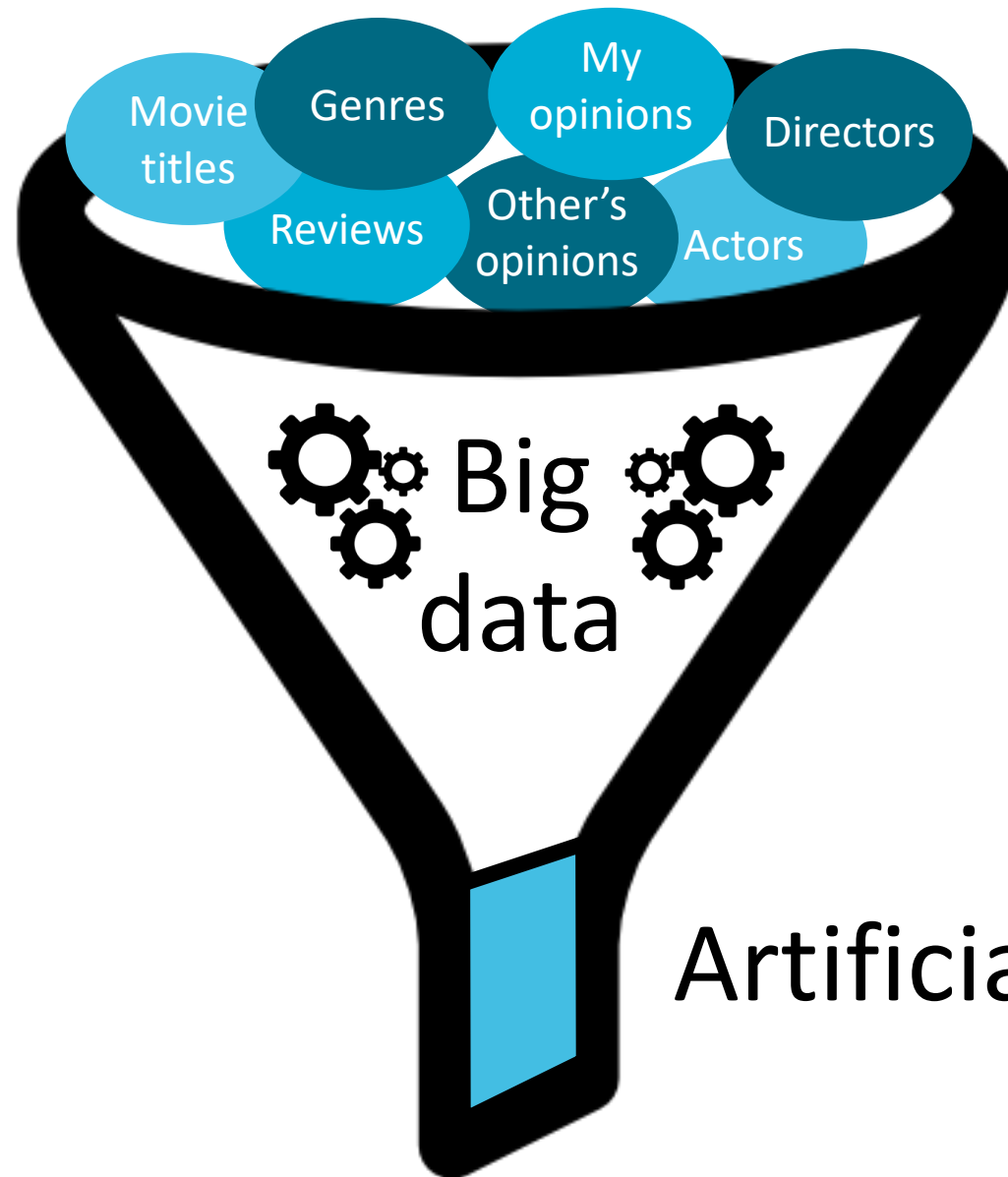


Any technique that allows computers to mimic and improve upon human thoughts and behaviors

Data hasn't changed

With AI, your data can work harder

AI: the future is now



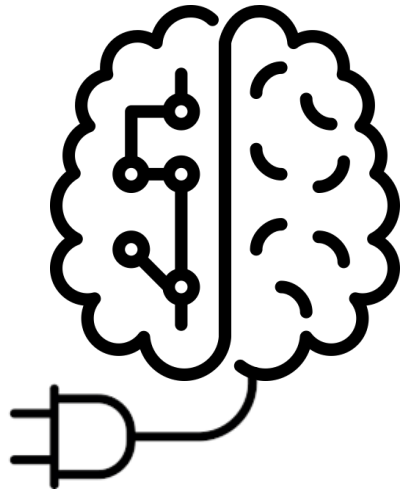
- Machine learning
- Pattern recognition
- Predictive analytics
- Neural network algorithms
- Natural language processing

Artificial intelligence

Predicting the right movie

Why AI is good for business

Audience poll



Is your business already using AI?

1. Yes, we use AI today
2. No, but we plan to by next year
3. No, and we have no plans to invest in it

AI helps businesses work smarter



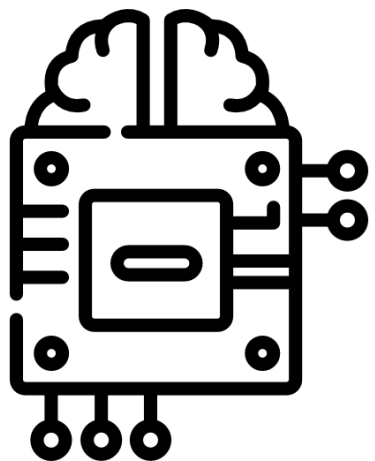
of executives believe AI will enable their companies to obtain or sustain a competitive advantage

“We don’t invest in AI.
We don’t invest in natural language processing.
We don’t invest in image analytics.
We’re always investing in a business problem.”

Matthew Evans · VP of Digital Transformation, Airbus

How HR leverages AI today

Automation is key



AI streamlines repetitive HR processes –
it doesn't eliminate HR's role

Where is AI already making an impact?

- Finding and attracting the right candidates
- Retention risk analysis
- Reducing errors and maintaining compliance
- Automating screening and reducing bias in hiring
- Enhancing candidate assessments and skill gaps
- Automating candidate outreach
- Improving and personalizing corporate learning

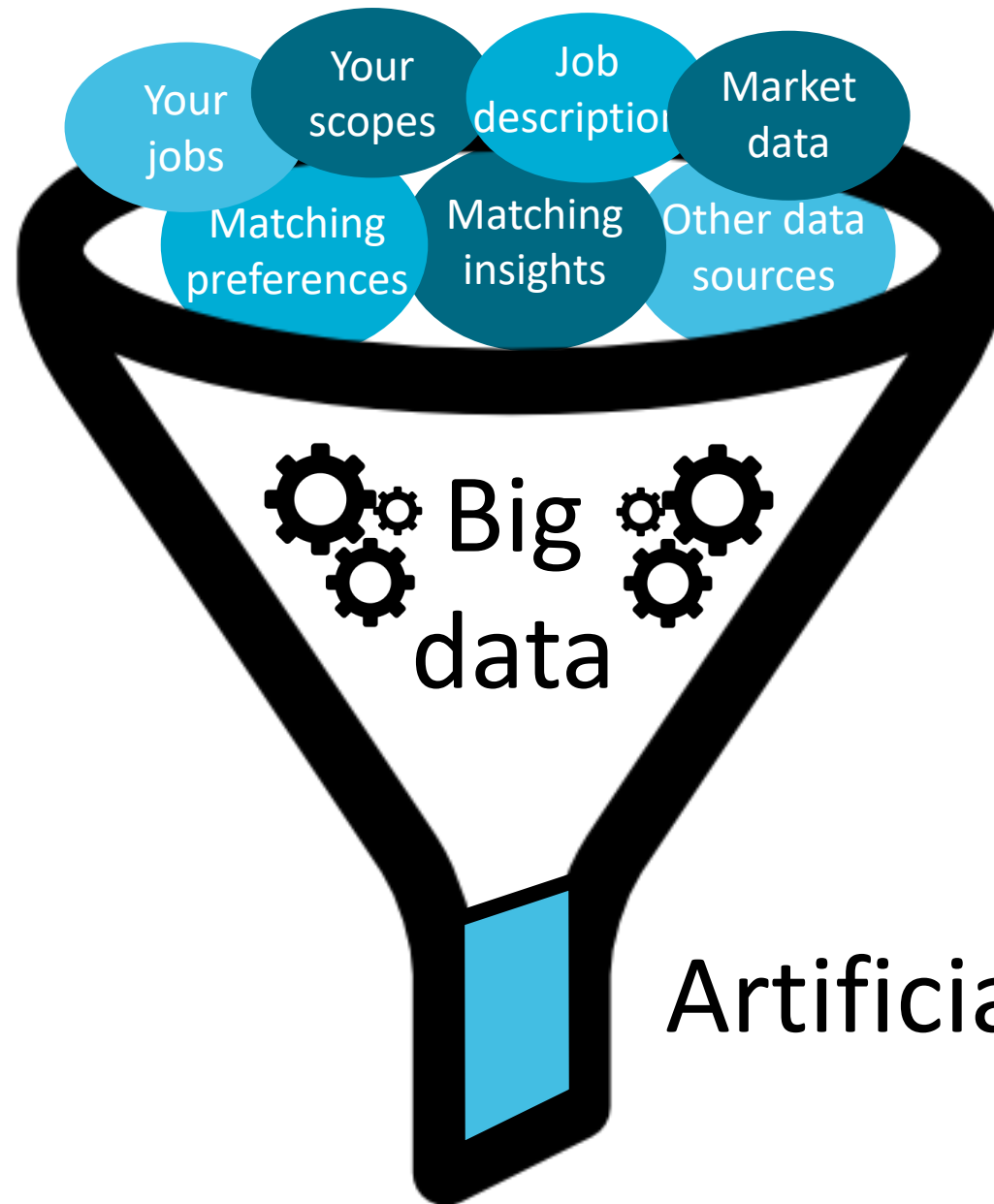


10%

of organizations have access
to advanced HR analytics

Compensation: the next frontier for AI

Get the right price,
for the right job,
every time.



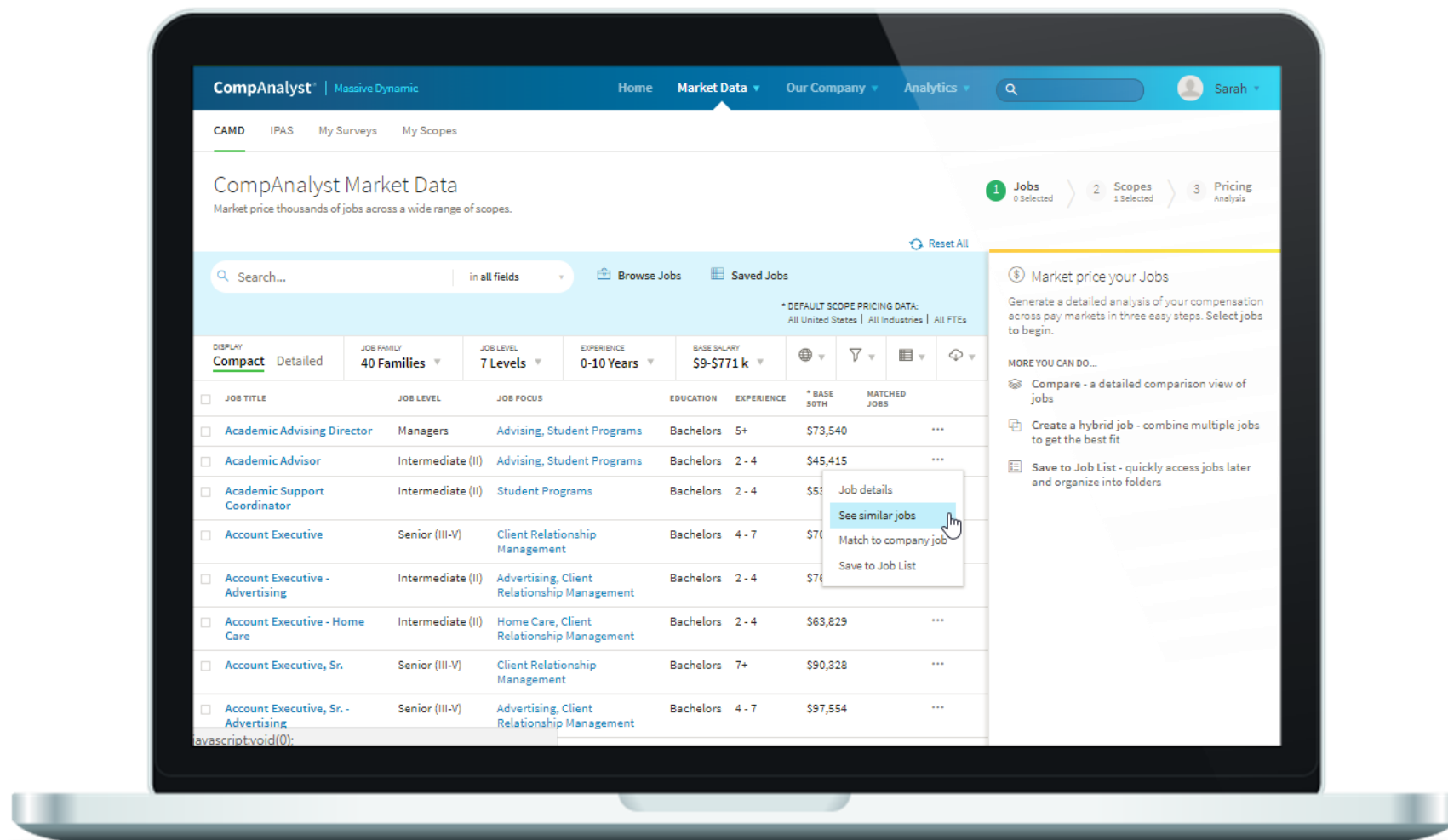
- Machine learning
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Artificial intelligence

Getting the right match right now

8 ways integrated AI is
transforming the way we work

Better data organization



More efficient pricing

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CAMD IPAS My Surveys My Scopes

CompAnalyst Market Data

Market price thousands of jobs across a wide range of scope.

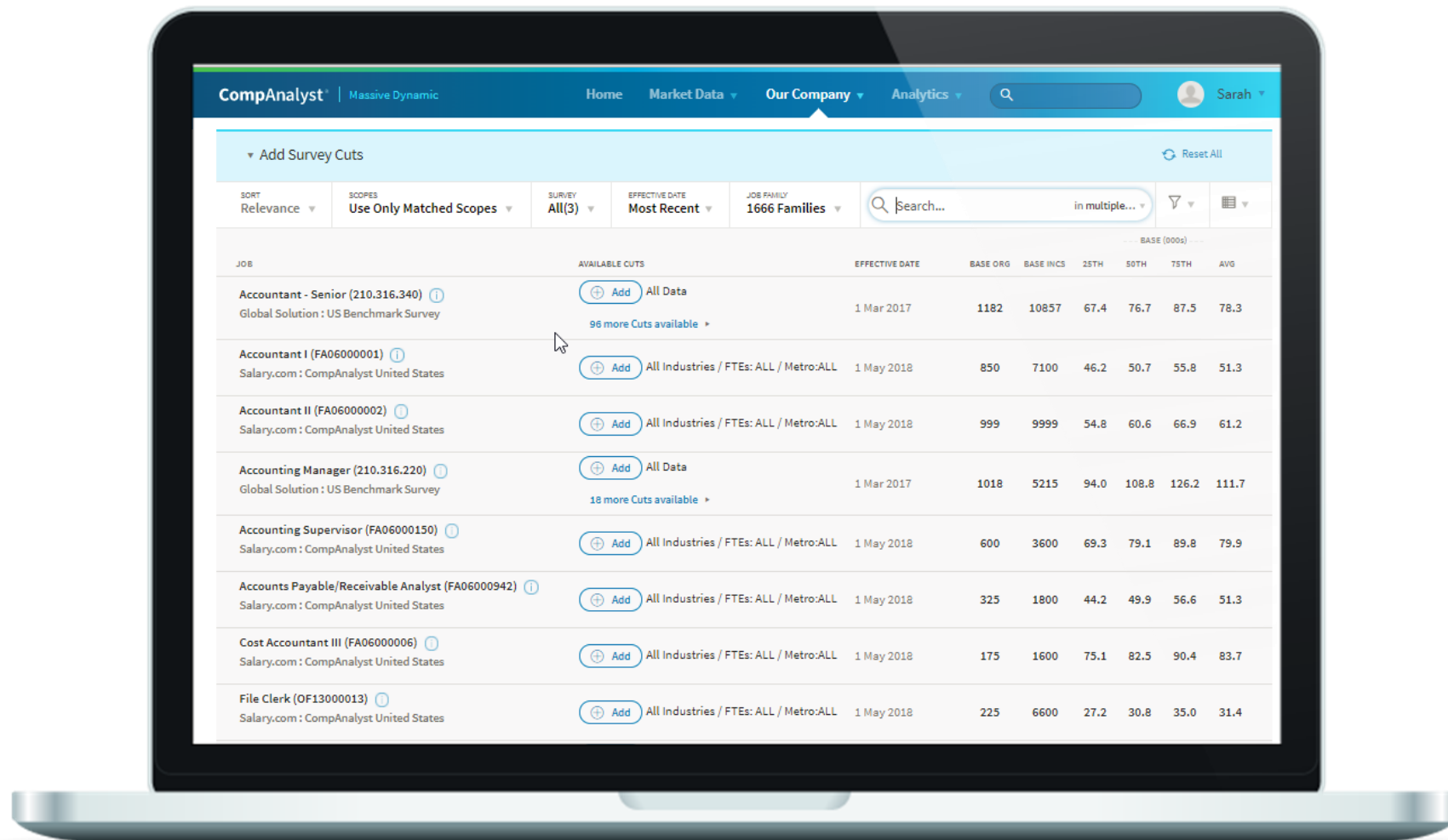
Reset All

Search: Data Visualization in all fields Browse Jobs Saved Jobs * DEFAULT SCOPE PRICING DATA: All United States | All Industries | All FTEs

5 Results DISPLAY Compact Detailed JOB FAMILY 1 Family JOB LEVEL 3 Levels EXPERIENCE 0-7 Years

<input type="checkbox"/>	JOB TITLE	JOB LEVEL	JOB FOCUS	EDUCATION	EXPERIENCE	* BASE 50TH	MATCHED JOBS
<input type="checkbox"/>	BI/Data Visualization Analyst I	Entry (I)	Business Intelligence, Business Systems Analysis	Bachelors	0 - 2	\$64,521	...
<input type="checkbox"/>	BI/Data Visualization Analyst II	Intermediate (II)	Business Intelligence, Business Systems Analysis	Bachelors	2 - 4	\$92,201	...
<input type="checkbox"/>	BI/Data Visualization Analyst III	Senior (III-V)	Business Intelligence, Business Systems Analysis	Bachelors	4 - 7	\$105,936	...
<input type="checkbox"/>	BI/Data Visualization Analyst IV	Senior (III-V)	Business Intelligence, Business Systems Analysis	Bachelors	8+	\$107,282	...

Smarter job matching



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Search... Sarah

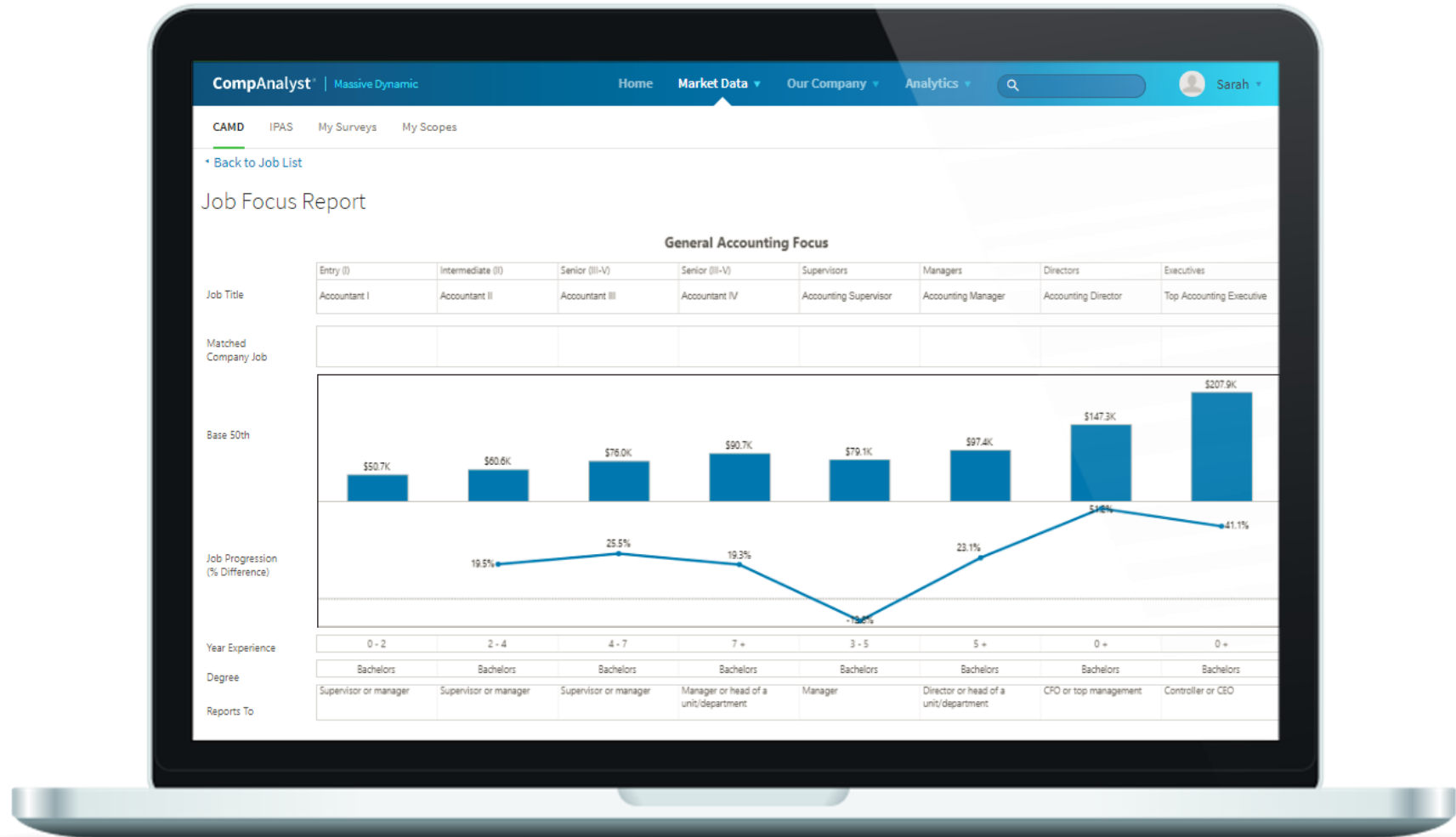
▼ Add Survey Cuts Reset All

Sort: Relevance Scopes: Use Only Matched Scopes Survey: All(3) Effective Date: Most Recent Job Family: 1666 Families

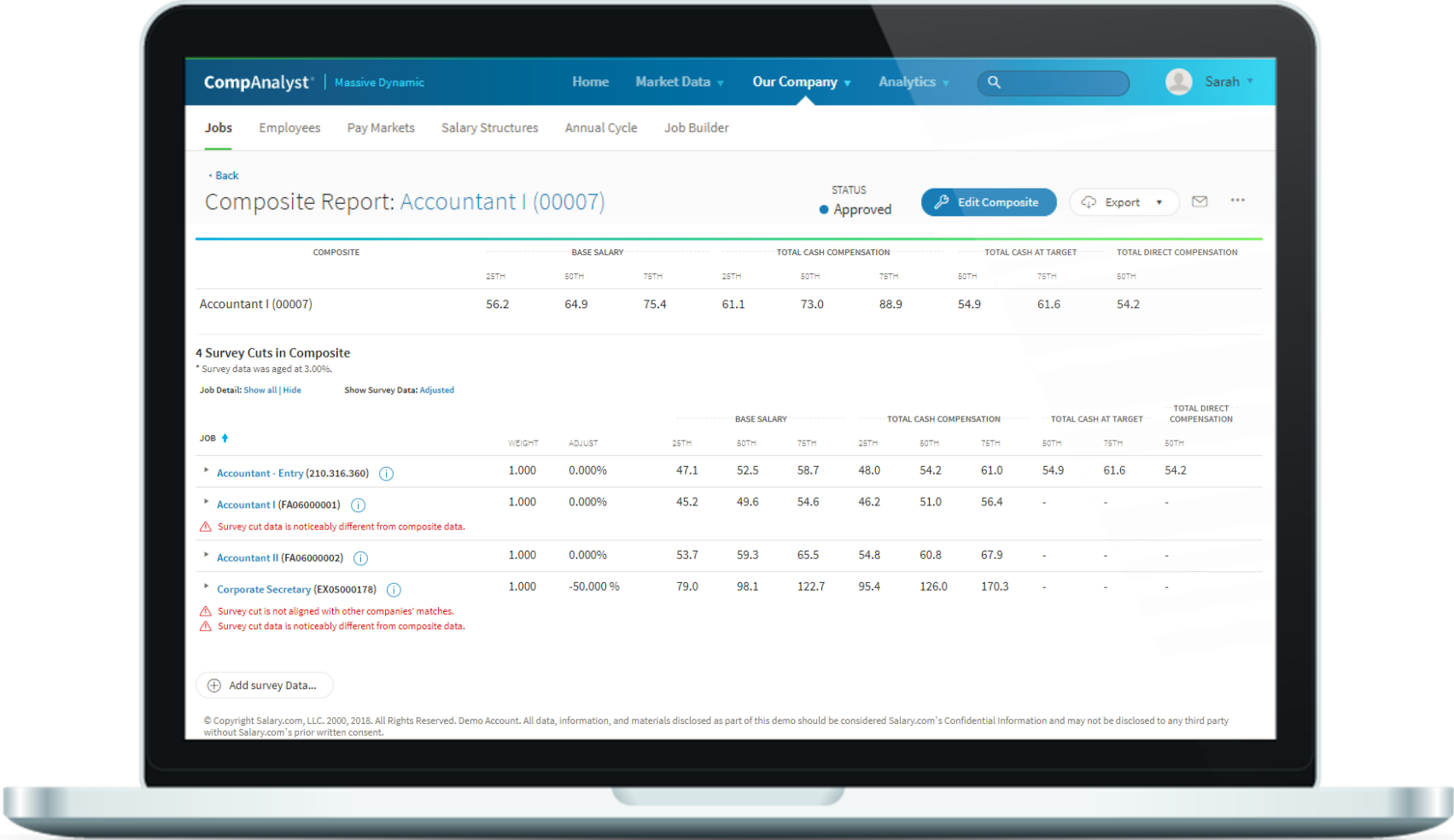
Search... in multiple...

JOB	AVAILABLE CUTS	EFFECTIVE DATE	BASE ORG	BASE INCS	25TH	50TH	75TH	AVG
Accountant - Senior (210.316.340) ⓘ Global Solution : US Benchmark Survey	Add All Data 98 more Cuts available ▶	1 Mar 2017	1182	10857	67.4	76.7	87.5	78.3
Accountant I (FA06000001) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	850	7100	46.2	50.7	55.8	51.3
Accountant II (FA06000002) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	999	9999	54.8	60.6	66.9	61.2
Accounting Manager (210.316.220) ⓘ Global Solution : US Benchmark Survey	Add All Data 18 more Cuts available ▶	1 Mar 2017	1018	5215	94.0	108.8	126.2	111.7
Accounting Supervisor (FA06000150) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	600	3600	69.3	79.1	89.8	79.9
Accounts Payable/Receivable Analyst (FA06000942) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	325	1800	44.2	49.9	56.6	51.3
Cost Accountant III (FA06000006) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	175	1600	75.1	82.5	90.4	83.7
File Clerk (OF13000013) ⓘ Salary.com : CompAnalyst United States	Add All Industries / FTEs: ALL / Metro:ALL	1 May 2018	225	6600	27.2	30.8	35.0	31.4

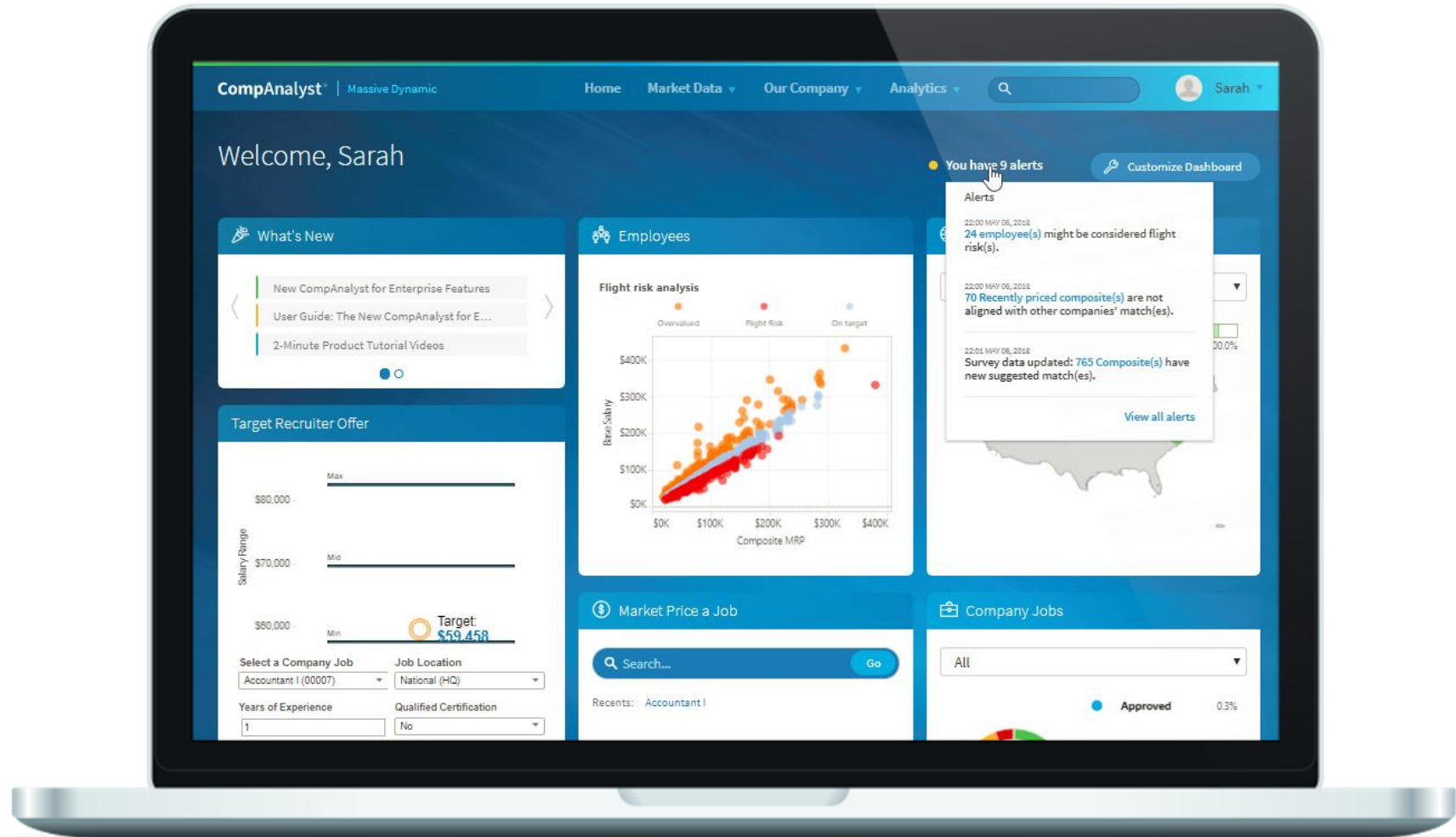
Improved career pathing



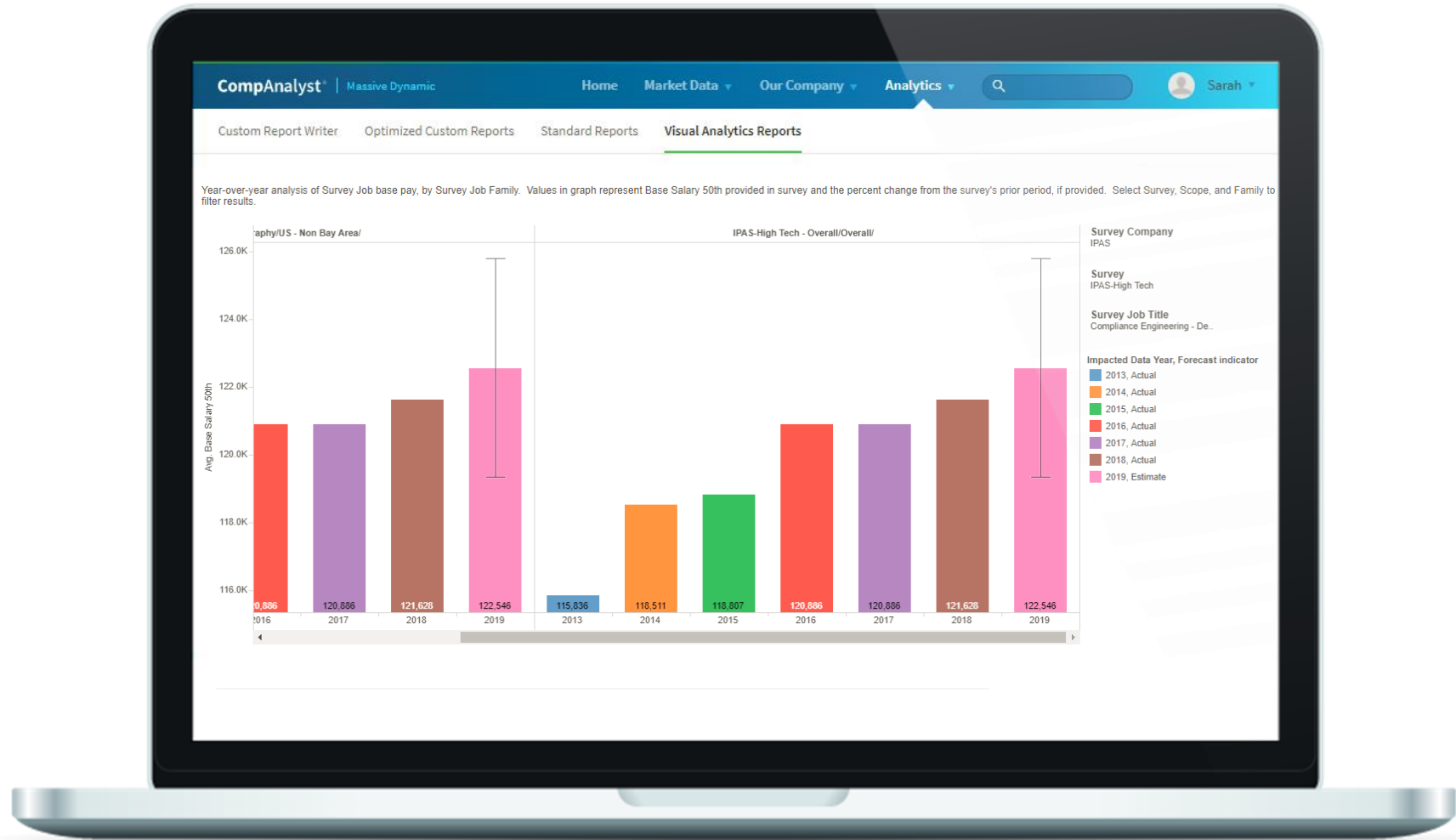
New competitive intelligence



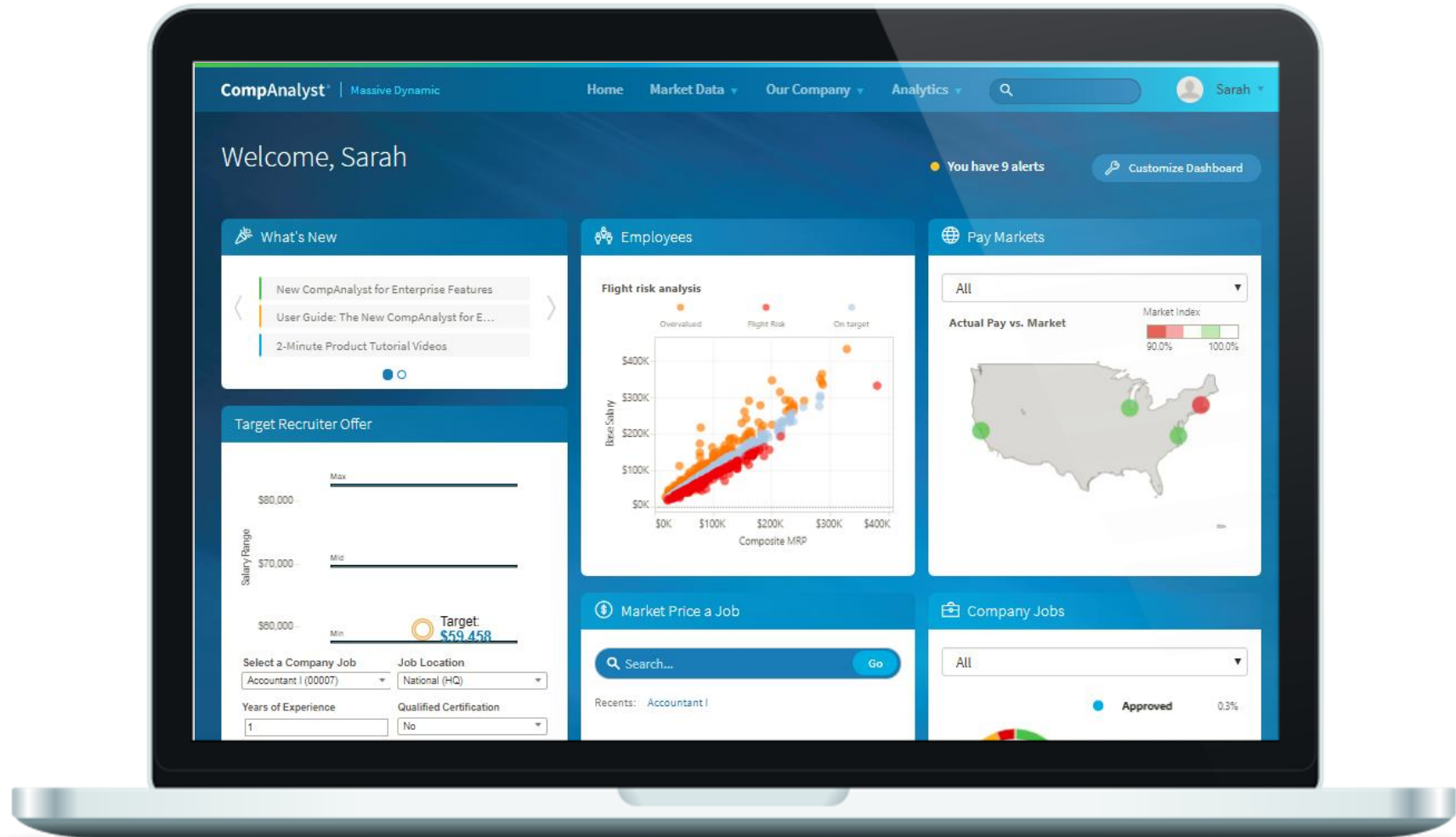
Proactive alerts



More accurate forecasting and modeling



Data-powered storytelling





Q & A